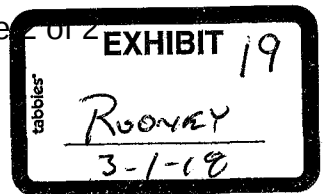


# EXHIBIT R



**DEPARTMENTAL AND INTERDEPARTMENTAL CORRESPONDENCE  
CITY OF SPRINGFIELD  
MASSACHUSETTS**

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DATE: 11/7/13

TO: snow inspector write ins

FROM: Vinny DeSantis

SUBJECT: snow inspecting

COPIES:

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Thanks to all for writing in for the snow inspector position. We have picked our primary 20 inspectors. They have been notified. If you have inspected before or have been trained you will be on our second tier of inspectors. If you have never been trained, we plan on giving everyone a chance to be trained.